

Job Fair Attracts Interested Applicants



*Lieutenant Vincent Dolce interviews a job seeker at the Central Office job fair.
(See story on page 6)*

Officers Assist Crash Victims

*by Kathleen Manning-Chavez,
ASPC-Eyman, Training Officer*

A bridge loomed in the distance as she slowed down. Sgt. Terry Carr of Rynning Unit at Eyman wasn't especially fond of the cement slabs and the large drop into the unforgiving desert below, but she was confident in her driving skills as she drove the same route every day after work.

But recently, her red Sunfire didn't make it across. A tan Chrysler hit the guardrail and then hit her car, creating a potentially dangerous situation.

Eyman Officers - continued on page 9

ACI Programs Impact Recidivism

by Christine Lansford, Executive Staff Assistant, ACI

ACI inmates are less likely to return to prison than other inmates, saving taxpayers millions.

ACI employees have always held a strong belief that ACI work programs have a positive influence on inmates' lives in the present and the future. Now there is statistical proof that ACI programs really do make a difference. In a major recidivism study recently completed by the Arizona Department of Corrections, researchers reported that inmates who participate in ACI work programs during their incarceration are much less likely to return to prison.

The study followed 16,134 inmates released from ADC between 1994 and

1995 for eight years. From the sample, researchers discovered only 34.5 percent of ACI inmates returned to prison, while 55.2 percent of inmates who had not participated in ACI work programs came back.

Are ACI inmates lower risk in the first place?

The answer is no. Some might argue because ACI inmates often work outside the institution they are a lower risk. True, inmates who work beyond prison walls are minimum security, but they only make up one segment of ACI's inmate participants.

Many ACI owned-and-operated

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DIRECTOR'S PERSPECTIVE

by Acting Director Charles L. Ryan



Arizona is not alone when it comes to dealing with a burgeoning prison population and a shrinking budget. According to a Bureau of Justice study, since the early 1970s, the number of state inmates nationwide has increased 500 percent, growing each year in the 1990s even as crime fell. In that time, prisons were the fastest-growing item in state budgets—often the only growing item.

As for Arizona, there are fewer areas of state government spending that have grown faster than the prison budget. From Fiscal Year 1988 to Fiscal Year 2003 the Arizona Department of Corrections total appropriation has gone from \$206,109.7 to \$614,251.3 million, an increase of nearly three-fold. Inmate population has increased from 14,071 in 1990, to 29,273 in 2002 (a 108 percent increase). As of February 2003, ADC has a bed deficit of 3,733.

The Arizona Department of Corrections has reached a critical milestone. For the month of February, the inmate population has reached a staggering 30,083, with a monthly net growth of 315 – the third highest increase ever in Department history.

The consequences of overcrowding are resulting in some unusual measures. Last November, the Department began transferring inmates to the Newton County Correction Center in a contract with Correctional Services Corporation to house 636 minimum, medium and high medium security inmates there. This measure was taken by the Department with the authorization of the Arizona Legislature to alleviate serious overcrowding.

Added to this pressure of dealing with bed deficits, the Department is still having problems recruiting correctional officers to work in the institutions. Since January 2003, the Department has been experiencing a statewide vacancy rate of 18.5 percent or 1,146 positions. The hiring bonus, when it was in effect, proved to be a desirable incentive in recruiting correctional officers to work at ASPC-Lewis, one of our severely understaffed prisons. At one time, we were experiencing a 40 percent vacancy rate at ASPC-Lewis. With the hiring bonus, the correctional officer vacancy rate fell to an all time low of zero vacancies. Predictably, this trend was

reversed following the elimination of the bonus program. The correctional officer vacancy rate is back up to about 32 percent for that Complex.

The hiring bonus, which is part of the Governor's budget proposal, is an effective method to recruit staff. In addition to this program, we are continuing to look at innovative and cost efficient ways to attract new correctional officers and nurses — two job classifications that are severely understaffed.

The Governor's budget recommendation for the Department takes into account the urgent need in hiring additional correctional officers and finding alternative ways to house our inmates. The main points are outlined as follows:

- No funding provided for population growth.
- \$5 million provided for a \$5,160 hiring bonus program for the Eyman, Florence and Lewis prison complexes with an additional \$100 per pay period for incumbents.
- \$1.8 million for medical services increased costs.
- Continuation of 68 rented jail beds at Coconino County Jail.
- Continuation of 645 Texas Newton County Jail beds, with Maricopa and Pima Counties continuing to pay a portion of the per diem rate for 445 of the beds.
- Assumes the Rast Unit will open May 2003.
- New contracts for 1,500 rented County Jail beds, in 500 bed increments at a \$25 per diem rate.

FY 2005: 500 additional rented County Jail beds beginning July 2004. Delays 400 of the 1,400 DUI private beds until October 2004; and delays the remaining 1,000 until January and May 2005 in 500 bed increments.

Contingency plan will open the 1,400 DUI private beds six weeks earlier if the bed deficit exceeds 3,000.

Construction of a 1,100 bed Level 4 unit at Yuma, utilizing VOI/TIS funds. The project starts July 2003, with an opening date of July or August 2005.

The safety of Arizona citizens and our staff remains at the forefront when it comes to dealing with prison issues. The Arizona Legislature's plan to privatize 350 inmate beds with an additional

Director's Perspective continued on page three

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Do you have a story idea for Directions? Contact the following people at your complex or office:



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Melanie Matthews**

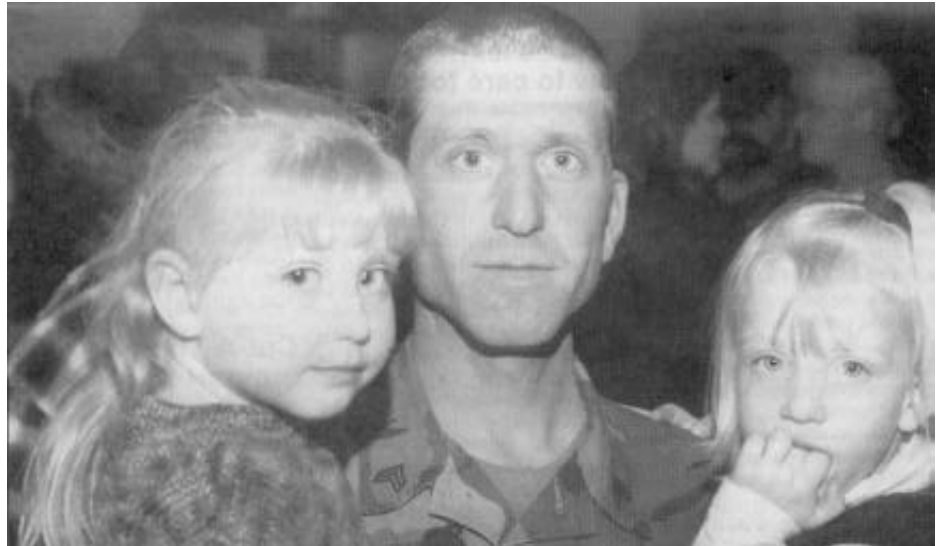
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**Community Corrections
Cheryl Tavoletti**

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Julie Lowry**

ASPC-Winslow Officer Answers Call

by Michele Reeves, Executive Staff Assistant, Jeryline Hyland, Personnel Technician, ASPC-Winslow



CO II Noel Cox shares a moment with his daughters prior to departing for active duty with the Army National Guard. (A photo taken from the Winslow Mail.)

It only took one phone call to promote Correctional Officer II Noel Cox to Sergeant.

Recently, Cox, a sergeant in the Army National Guard and a Correctional Officer at ASPC-Winslow, was one of approximately 120 Army National Guard Soldiers from the Show Low and Bellmont armories to be activated to fight against terrorism.

"I'm not really nervous. I knew it could happen when I signed up. I will miss my family terribly," said Cox.

Like many other staff within the ADC, CO II Cox maintains a personal interest in both protecting and defending our country. CO Cox is one of 114 ADC Correctional Officers called to active duty. These Department employees are being asked to make the biggest sacrifice one can make for their country, as they

put their personal and professional lives on hold in the months to come. Cox began his career with the Army National Guard in 1996, following a four-year Army enlistment.

Since the September 11 attacks, 50,000 Guardsmen have been activated to provide security at home or combat terrorism abroad.

The National Guard is the oldest component of any of the uniformed services. It traces its roots to the colonial militia. Unlike other armed service outfits, the National Guard maintains a dual status of State and Federal.

If you know of an employee at your complex who has been recently activated by either the National Guard or Reserves contact Virginia Strankman or your *Directions* stringer.

Director's Perspective continued from page two

1,000 in 2004 may be a partial solution to our urgent problem of bed shortages but it does not address the overriding issue of employee recruitment and retention. The Department's statewide vacancy rate is high, in particular, at ASPCs Florence, Eyman and Lewis. With Corrections' staff being

called to active military duty, these vacancy rates could be seriously impacted and result in even higher vacancy rates.

We remain committed to working with the Governor and the Legislature in looking at options to resolve the budget dilemmas affecting our Department.

Inmate Family and Friends Coordinator Named

The methods used to address employee and inmate complaints are well defined and identified, but are there steps in place to identify issues raised by the general public, including friends and family members of inmates?

In a presentation to the Joint Select Committee on Corrections, Acting Director Charles Ryan recognized the need for developing a standard process that would receive, review and respond to complaints from the general public. He promised to the JSCC that a formal policy would be in place within 90 days. Making good on his promise, Director Ryan established Director's Instruction 205, effective March 17, an informational guide book and the position of Inmate and Family Friends Liaison.

Recently, the Department hired Dawn Koths, a five-year veteran with the Arizona Department of

Corrections, as the new Inmate and Family Friends Liaison. Working out of the Media and Public Relations Office, Koths will be called on to ensure family members and friends of inmates will be dealt with in a professional and fair manner.

"This is an important position for the Department and its constituents. This position and process was created to handle the issues and concerns of inmate family and friends; however, it was not designed for inmates to circumvent the existing systems in place," said Koths.

When issues or circumstances arise that go beyond a basic request for information or when a member of the general public wishes to appeal a decision or lodge a complaint, ADC will use a standard three step process. The procedure involves two levels of response at the appropriate local level and location. If the issue is not resolved during the first two phases, the Inmate



Inmate and Family Friends Liaison Dawn Koths

and Family Friends Liaison will get involved.

Employees representing all areas of the Department took part in a Total Quality Management committee to discuss and create the guidelines for D.I. 205 and the informational guide book.

If you wish to contact the Inmate and Family Friends Liaison, call toll free 1-866-333-2039 or email her at iffliasion@adc.state.az.us.

Efficiency Review Process is Underway

by Jeff Hood, Administrator, Inspections & Investigations

As a result of an Efficiency Review Initiative mandated by the Governor's Office, the Arizona Department of Corrections is among three pilot agencies including the Department of Economic Security and the Department of Revenue participating in the review process.

According to Inspections and Investigations Administrator Jeff Hood, who is coordinating the department-wide effort, the ADC is responsible for identifying as many cost saving and budget reduction proposals as possible that have both immediate and long term savings. These proposals will focus on ideas that enhance the efficiency and

effectiveness of ADC and other state agency's operations and service delivery. In cooperation with the Governor's office, teams will evaluate ideas and existing programs asking four basic questions:

- Does it improve customer service?
- Does it make sense?
- Does it save money?
- Does it eliminate duplication?

Over the next three to six months, ADC will look at ideas that will improve performance and eliminate duplication, in an effort to reduce the State's budget deficit. The ideas and proposals will be culled from suggestions already submitted by management and line staff personnel.

These ideas will be shared with other state agencies, which in turn will share theirs with ADC.

"The response to this initiative has been phenomenal. Employees from both the ADC and other participating agencies have given considerable thought and ingenuity to submitting cost-saving ideas," said Jeff Hood.

To date, over 600 non-duplicated ideas have been provided that could potentially help reduce the State's budget deficit.

If you have any questions regarding this review process, please e-mail Michael Flores at mflores@adc.state.az.us.



ADC Inmates working at the ACI print shop at ASPC-Perryville

enterprises utilize inmates with higher security levels, such as the Metal Fabrication Yard, Bedding Division, License Plate Factory, and Bakery. Public and Private Sector partnerships also use higher security inmates, such as the Motor Vehicle Division Call Center, BoMax Inc. and Solar Industries.

In fact, researchers applied a “recidivism risk profile” to the group to account for other risk-related factors, such as gender, ethnicity, age at the time of release, committing offense and

supervision status after release. The research indicated ACI inmates in the study were even at a slightly higher risk. That doesn’t mean ACI inmates are worse - only that the sample of ACI inmates studied contained a few more inmates with a higher risk factor compared with those found in the general population.

What is a risk factor?

ADC maintains thousands of inmate records, and from those files, researchers

collect and document information in a database on numerous inmate characteristics. Eventually patterns emerge - for example, inmates with a prior commitment history have a higher chance of coming back, therefore they have a higher “risk factor.”

Using “risk factors” established over years of examining inmate releases and re-commitments, researchers can make statistical assumptions on an individual, or group of inmates, about the probability or likelihood of them returning to prison.

When released ACI inmates were compared with other released inmates with similar risk factors, ACI inmates were 39.6 percent less likely to recidivate than inmates who do not participate in ACI work programs.

As a final step in the study, researchers were able to calculate the number of inmates who would not return to prison as a direct result of their participation in ACI work programs from a total of 10,171 inmates who had worked in ACI work programs and were released from the ADC over the 10-year period between 1993-2002. Researchers determined that 2,149 fewer inmates would return to prison as a direct benefit of ACI, with a resulting savings to taxpayers of more than \$122 million dollars.

ASPC-Douglas Teacher Honored

by Bill Bates, Prison Programs

Robert Yancey, a Cochise College business skills instructor who teaches at ASPC-Douglas, is one of three instructors to be named Cochise College District-wide Instructor of the Year for 2003.

Along with hundreds of other college instructors from the United States and Canada, Mr. Yancey will receive his award at the National Institute for Staff and Organizational Development (NISOD) Conference in Austin, Texas in May,

Mr. Yancey has been teaching college business skills courses at the Mohave and Papago Units since the

Fall of 1996. Prior to his selection as a full-time business instructor at the prison, he was a full-time electronics repair instructor.

Teaching inmates business trade and college study skills, Mr. Yancey has helped prepare many of his former students for their transition back into society. A countless number of past students who have continued their college education credit their newfound study habits to their former teacher.

In the past nine years, four other Douglas Prison instructors have been selected for the prestigious NISOD



Robert Yancey of ASPC-Douglas

award: Guy Hollis (1995), Joe Klimes (1997), Bill Bates (1999) and Eric Mapp (2000).

Recruitment Fares Well

Responding to a critical need for correctional officers and nurses to work in the state's prisons, the Arizona Department of Corrections sponsored a job fair at Central Office.

The event drew more than 100 interested applicants who were looking for a new career with decent pay and benefits. The job seekers were entertained by Tactical Support Unit and canine handler demonstrations. Also, Arizona Correctional Industries provided a display of products manufactured with inmate labor.

"The word is getting out. More and more people want to work for the Department. Our employees are telling their friends and family members about ADC," said Human Resources Manager Jim Burdick.

Human Resources used accelerated processing procedures for correctional officers that included psychological and drug testing, background checks and medical appointments.

"I'm very interested in a career with the Department. It sounds like an interesting job and the benefits are great," said John Lindell, job applicant. "I'm hoping to hear



Job applicants fill out questionnaires at the Central Office job fair.

back from ADC."

The Department of Corrections has been experiencing a critical shortage of correctional officers and nurses - positions that are vital to the safe and secure operation of the prisons and in meeting constitutional mandates. Currently, there are 988 correctional officer vacancies throughout the prison system, particularly at prison locations in Florence and Buckeye. Further, there are 41 openings for nurses at prison health facilities in Buckeye,

Yuma, Florence, Tucson and Perryville.

A variety of creative advertising techniques have been utilized by the Department to focus attention on correctional officer and nursing careers including "pop-up" information on the agency web site: adcprisoninfo.az.gov and advertisements in newspapers, the Employment Guide and on local radio stations and direct mail to 100,000 homes.

ADC Remembers Nancy Sior

by Tobey Hodgin, Executive Staff Assistant, ASPC-Winslow

Recently, Nancy Sior of ASPC-Lewis passed away.

Sior began her career with the State of Arizona on December 1, 1966. In 1980, the Department of Corrections was fortunate to have Sior transfer and open ASPC-Perryville's Personnel Department. After 18 years at Perryville, she transferred to ASPC-Lewis and opened the doors to new staff. During her tenure, Nancy received various awards including the Director's Meritorious Service Award.

From the time she opened up ASPC-Perryville to the time of her passing, a lot of staff referred to her as mom. To others, she was a sister, supervisor, mentor, and most importantly a friend. She will be missed by so many.



Nancy Sior

In Memoriam

Elmo Dickerson
Retired
COL Bruce
Cecil ASPC-
Safford

Douglas Lieutenant Rides in Fiesta Bowl Parade

Carrying the United States Flag on horseback, Lieutenant Juan Villarreal of the Arizona State Prison Douglas rode in the 2003 Fiesta Bowl Parade in Phoenix as a member of B Troop, Fourth U. S. Cavalry.

Lt. Villarreal, a retired U S Army First Sergeant, has ridden with B Troop in the 2001 Orange Bowl Parade in Miami Florida, the Harvest Festival Parade in Pahrump, Nevada, the Holiday Bowl Parade in San Diego, California and several times in the Fiesta Bowl Parade.

The troop, made up of active and retired duty military and Department of Defense civilians, represent the history of the 1880s U S Cavalry and Fort Huachuca all across the United States in parades and other civic functions. Their horses are outfitted in historically correct U S Cavalry uniforms and equipment of the 1880s. The horses are geldings of hardy color, keeping with the Quartermaster Purchase Order of 1876.



Lieutenant Juan Villareal riding in the Fiesta Bowl Parade in Phoenix.

The good Lord giveth, and the good Lord taketh away.



On Feb 1st 2003, He taketh the very best.

Drawing submitted by retired Correctional Officer Booker Dooley of Florence on the recent space shuttle tragedy

Booker



Vernease Eaker, Personnel Technician, ASPC-Tucson fingerprint a child during family at the prison day. RUSH, the Tactical Support, Special Security and the Canine Units provided displays. Also, there were fingerprinting, movies, coloring books, balloons and plenty of candy for the children.

Did You Know.....

■ Several scenes from the 1970 *Run, Simon Run* were filmed at ASPC-Florence. Burt Reynolds stars in this made-for-TV movie as a Papago Native American, who returns to society after serving a long sentence for a murder he didn't commit. To clear himself of the murder of his own brother, Reynolds begins a search for the actual killer. Florence prison Warden Frank Eyman plays himself in the film.

■ The opening scenes from *The Way to the Gold*, a 1957 20th Century-Fox Production, were filmed at ASPC-Florence. Following his release from prison, an ex-con heads for gold buried somewhere in a small village. The film stars actor Jeffery Hunter and former Arizona State Prison Captain Leo Hochstatter and Warden Frank Eyman.

■ *Riot*, the 1969 Paramount film starring Jim Brown and Gene Hackman, was filmed inside ASPC-Florence. Gene Hackman plays the mastermind of a prison riot/escape attempt, and Jim Brown is an inmate reluctantly drawn into the breakout. Paramount used the services of 56 inmates to film the movie and prison Warden Frank Eyman.

■ Prison scenes from the movie *Raising Arizona*, the 1987 black comedy written and produced by Joel and Ethan Coen, were filmed at ASPC-Florence. The film stars Nicolas Cage and Holly Hunter as a kidnapping couple who are unable to have children of their own. Cage plays an ex-con who wants to make his wife happy by giving her a baby.

■ *Stir Crazy*, the 1980 film directed by Sydney Poitier, was filmed at ASPC-Florence. Richard Pryor and Gene Wilder play a wannabe actor and playwright who get arrested while wearing woodpecker costumes for a promotional event. The pair are mistaken for a pair of bank robbers and are sent to prison.



A photo taken from inside Florence's Cell Block 2 during the making of Stir Crazy.



A photo of Burt Reynolds during the making of Run Simon Run. (Donated from the personal collection of Frank Eyman.)



Frank Eyman shakes the hand of Actor Jeffery Hunter as he leaves Florence prison during the making of The Way to the Gold. (Donated from the personal collection of Frank Eyman.)



Jim Brown (left) negotiates with Warden Frank Eyman during the making of the film Riot. (Donated from the personal collection of Frank Eyman.)

Carr shut her eyes and held on to the steering wheel with all her strength.

"As soon as the car came to a stop, my training kicked in and I went into IMS mode," said Carr.

She could feel the burns from the air bag exploding and her back was very sore but she managed to crawl out the car, looking for the man in the Chrysler.

"My first concern was the older guy. Did he go over the bridge? Is he OK," said Carr.

She saw him walking near his car.

"The old man, blessed his heart, was just wandering around," she said.

COIs Michael Stahl of Rynning Unit and Christopher Kriebel of SMUI were on their way home from work when they came upon the accident on Arizona 60 near the Florence junction.

"I crawled out on my hands and knees and looked up and saw them and I felt relieved. These are our people. We can handle this," said Carr.

Whether it was adrenaline or seeing other ADC staff there to help, Carr kicked in to supervisor mode.

"As soon as she saw us, she started giving us direction," said Stahl. "You could tell she was hurt, but she was worried about the older man. His injuries came first."

Kriebel directed traffic until emergency personnel arrived on the scene.

When they arrived, they started to attend to Carr, much to her chagrin.

"Stahl was cleaning out my car and the EMTs were bugging me and not letting me move so I yelled to Stahl, 'Stahl! Get that old man and make him sit down!'"

Stahl told the EMTs that his sergeant said I have to make him and so I have to."

Carr spent several hours in the hospital and was later released. Kriebel and Stahl never left her side.



Pictured left to right: CO Christopher Kriebel, Sgt. Terry Carr and CO Michael Stahl

Stahl rode with her in the ambulance on the way to the hospital and Kriebel followed in his vehicle. They stayed with her, even after they were able to take her home, until her husband, Rodney, made it home late in the evening. He had been looking for her, after getting word of the incident. Kriebel had spent much of his time on the phone trying to reach him.

"The guys were great," Carr said of Stahl and Kriebel. "They were with me the whole time. Both of them were absolutely wonderful. I want to bring this to everyone's attention ... these guys need some sort of recognition."

"When something like this happens, it's just amazing how everyone comes together. Everyone involved was from the Department. That's something I'll never forget. It's like a family. In any emergency situation, I wouldn't have any reservations about having any of them there. They are my heroes and I tell Stahl that every day. He just blushes."

The two officers are not the only heroes to the story.

"She keeps saying I'm her hero, but we would have done it for anyone. But to be able to help someone we've known for a long time and someone we have a lot of respect for," said

Stahl. "She maintained her composure. She was more concerned for the other guy than herself. She had very little regard for her own self. She wasn't willing to relax until the EMTs had it under control. She is a very strong-willed woman."

"I nominated her for a Meritorial Service Medal because of how she handled the situation and our Deputy Warden, Robert Stewart, approved it," said Stahl. "I have the utmost respect for her and truly believe she is one of the best assets of the Department. To me she is the hero."

Getting Healthy

Recently, More than 250 ASPC-Safford employees enjoyed the benefits of Safford's first Health Fair.

The event, spearheaded by Lt Randy Moen and Arizona Healthways, offered blood pressure readings, weight/height, body fat counts, bone density tests, glucose/cholesterol blood tests and various other blood tests. Also, a Wellness Exercise Log was offered to those who wished to participate in an exercise and weight loss regime.

Criminal Justice Advisor Joins ADC

Governor Janet Napolitano has made a "Weisz" decision. She recently appointed Mr. George Weisz to serve as a special assistant and on-site policy advisor for the Arizona Department of Corrections throughout the 2003 Legislative Session.

Mr. Weisz formerly served under Governor Jane Hull's administration as the Deputy Chief of Staff and Senior Policy Advisor for Criminal Justice, which includes oversight for Corrections. He brings with him more than 24 years of public service including a term in the Arizona House of Representatives where he was rated by his peers as one of the ten most effective legislators.

During his temporary assignment with the Department, Mr. Weisz will assist on budget issues, the Efficiency

Review Team and other projects. The Department's budget is an important issue for the new Governor and Legislature – especially since ADC's budget is a large part of the total State budget. He is working closely with Acting Director Charles Ryan and members of the Legislature on advancing Governor's Napolitano's budget priorities, most importantly - obtaining needed resources and ensuring hiring bonuses are left intact for ASPCs Eyman, Florence and Lewis.

Mr. Weisz has worked with former Director Terry Stewart and now Acting Director Ryan and like the two of them has an open door policy. Weisz, a certified peace officer, has expressed his great respect and admiration for ADC employees on many occasions by saying, "Corrections is the toughest



Criminal Justice Advisor George Weisz

job in government. I have always been impressed with the dedication and professionalism of the ADC staff at every level throughout the Department. Their unequaled work ethic, integrity, and courage is something in which every citizen can take great pride."

The 2003 LETR Campaign Has Begun

Dust off those sneakers and put on your fundraising hats, because the 2003 Law Enforcement Torch Run for Special Olympics Arizona is underway.

Through donations, products sales and special events, Arizona Department of Corrections employees are raising money to provide year-round training and competition in a variety of sports for more than 7,000 Special Olympians with mental disabilities.

"Whether you buy torch run merchandise or participate in the run, you can really have a major impact on someone's life," said Bob Gilbert, a torch run coordinator. "Seeing the expressions on the faces of competing athletes makes it all worth it."

For the past five years, ADC has raised the most funds of any Arizona law enforcement agency. Last year, the Department raised \$99,627 of the \$439,632 State total. In its 18 years of existence, LETR has raised more than \$2,500,000 for Special Olympics Arizona.

"I am so proud of the way our employees support LETR. Each year, a number of our employees dedicate their time and talent to work on this worthwhile campaign," said Virginia Strankman, agency torch run coordinator.

This year's run will begin on May 5 and end on May 9 at Desert Vista High School in Ahwatukee with the lighting of the torch for the Opening Ceremonies of the Summer Games. There will be six legs of the run, covering more than 2000 miles: Leg 1 - Lake Havasu; Leg 2-Flagstaff/Grand Canyon; Leg 3-Pinetop/Lakeside; Leg 4-Douglas; Leg 5-Yuma and Leg 6-Safford.

All participants will merge in Ahwatukee, and pass the torch to a Special Olympics athlete who will light the "Flame of Hope," which will burn throughout the games.

More than 650 law enforcement personnel from 100 agencies, including

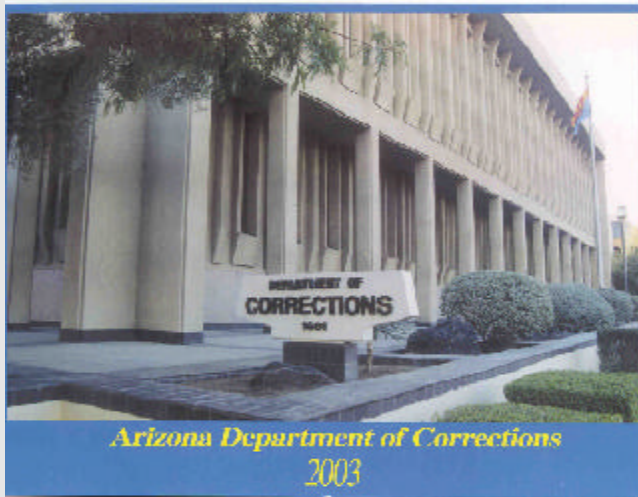


state, federal, municipal and military agencies will join forces to relay the Special Olympics torch.

The LETR is a series of intra-state/intra-nation runs that take place in the spring and summer in the United States and around the world. The goals are to raise funds and help dispel the myths surrounding the capabilities of people with developmental disabilities.

ADC employees interested in participating, contact co-coordinators Sandra Walker (520) 868-0201 or Virginia Stankman (602) 542-3133.

Support LETR



Don't forget to get your ADC Calendar. Please see your local contact to purchase one. It is \$10 and the proceeds go to Special Olympics Torch Run. Thanks for all your support. If you have any questions, please contact Karen Pulley at ASPC-Phoenix, 602-685-3100, x 2004.

Here is a listing of the contacts:

Central Office - Sherry Donoho
 ASPC-Phoenix - Karen Pulley
 ASPC-Globe - Annette Close
 ASPC-Winslow - Mary Campbell

ASPC-Tucson - Amelia Felix
 ASPC-Douglas - Veronica Abrigo
 ASPC-Safford - Norma Cabrera
 ASPC-Lewis - Tobey Hodgins

ASPC-Perryville - Lisa Hall
 ASPC-Yuma - Jackie Ruble
 ASPC-Eyman - Robin Smithson
 ASPC-Florence - Sherry Goldsmith



Astrit Morales of Central Office stands next to torch run merchandise as she models a 2003 torch run T-shirt. (Prices of above items) T-shirts - \$12(XXL-\$15), Long-sleeve t-shirt \$15 (XXL-\$18), Baseball cap \$15, Attache \$25, Short-sleeve polo \$25 (XXL-\$28) and Long-sleeve oxford - \$30 (XXL-\$33)

Employees on the Move

Retirements

Jene Andreacola, Spec. Inv. Mgr., Tucson
Byron Boyd, Sergeant, Tucson
Dennis Efaw, C.O. II, Tucson
Howard Feierstein, Sergeant, Florence
Linda Ford, C.E.P.T., Perryville
Tommy Gallegos, C.O. II, Safford
Jeanne McClain, C.R.N., Phoenix
Evie Joann Rea, Lieutenant, Florence
Andres Robles, C.O. II, Tucson
John Vanden Broeck, C.O. II, Douglas
John Wing, C.O. II, Florence
Charles Bedford, C.O. II, Florence

Harvey Gustafson, C.O. II, Perryville
Jane Hazlett, C.R.N., Phoenix
Michael Lewis, C.O. II, Florence
John Mohler, C.O. III, Douglas
Robert Cervantes, C.E.P.T., Eyman
Edward Fountain, C.O. II, Florence
Michael Mallett, Parole Officer, CC
David Myers, Major, Winslow
Loftin Owens, Parole Officer, CC
James Ulmer, II, Captain, Douglas
David Urquides, C.O. II, Florence
Inez Ross, P.A. II, COTA
Loftin Owens, Parole Officer, CC

Promotions

Vance Parisot, Major, Winslow
James Kimble, CAIV, Central Office
Jose Silva, BMS, Yuma
Ernest Koch, Sgt., Yuma
Larry Ridge, Lt., Yuma
Louis Fernandez, PPS I, Yuma
Robert Schultz, Records Supervisor I, Yuma
Angela Hardin, Records Clerk II
Michele Reeves, ESA, Winslow
Theresa Privatt, PA II, Winslow
Richard Haggard, Captain, Winslow

Opportunistic Employees



Thirteen more ADC employees cashed in on the Employee Incentive Program. Scott Smith, COII, ASPC-Winslow, Mark Collum, COIII, Perryville, Maria Espinoza, COII, Douglas, Mike Glover, COII, Perryville and Gary Eaton, COIII, Perryville (above) hold up a check for \$200 from the EIP. The employees received payment for recruiting newly hired ADC staff members. (Not pictured are Sherwin Lurie, John Tils, Ramon Galvan, Rita Duarte, Jeff Martinez, Dennis Danner and Steven Gallardo.)



The Office of Strategic Planning and Budgeting has hired Laura Gwinn to assist in ADC's strategic planning efforts. As a member of OSPB, Ms. Gwinn works in the development and publication of Agency strategic plans and provides strategic planning training. Also, she will examine the efficiency and effectiveness of the Agency performance measurement process.

Ms. Gwinn earned a bachelor's degree in social work from Florida State University and a Master's Degree in Organizational Management from the University of Phoenix. She spent a decade working for the state of Florida in the Children and Families division. Since relocating to Phoenix, she worked for America West Airlines as a call center team leader and a program specialist with the Arizona Department of Economic Security.

The Human Resources Division has Moved to:

1831 West Jefferson,
Phoenix, AZ 85007
Mail codes will remain
the same.

Main Number (602) 771-
2100

